



**Deccan Education Society's Fergusson College  
(Autonomous), Pune**

**Program Specific Outcomes (PSOs) and Course Outcomes (COs) 2019-20**

**Department of Psychology**

**Programme: M.A. Psychology**

<b>PSO No.</b>	<b>Program Specific Outcomes(PSOs)</b> <b>Upon completion of this programme the student will be able to</b>
<b>PSO1</b>	<b>Academic Competence –</b> i) Develop sound disciplinary knowledge in their chosen area of specialization like the industrial-organizational or clinical psychology along with deeper understanding of Human cognition, Emotions, Personality, Counselling, Psychometry and Research. ii) Ability to use skills in laboratory as well as the real world settings iii) Develop their critical thinking further by sharpening their interpretative abilities using different approaches.
<b>PSO2</b>	<b>Personal and Professional Competence –</b> i) Develop positive attributes such as empathy, compassion, self awareness, social participation, and accountability. ii) Learn the social skills of collaboration, cooperation and realize the power of groups. Display leadership skills and also the ability to carry out tasks independently. iii) Apply the research and psychometric knowledge to their chosen fields of specialization.
<b>PSO3</b>	<b>Research Competence –</b> i) Plan, design and conduct research studies and interpret and apply the research findings to real life situations. Conduct a comprehensive review of existing literature and formulate hypotheses based on that. ii) Develop an in-depth understanding of research tools, methodology and ethical research practices.
<b>PSO4</b>	<b>Entrepreneurial and Social competence–</b> i) Analyze social problems, social dynamics and create solutions to manage them effectively. ii) Develop deep self awareness including their own biases and cultural notions. iii) Display sensitivity, and understanding about how various socio-cultural factors impact human behaviour. iv) Respect intellectual property rights and is aware of the implications of engaging in unethical means

<b>F.Y. M.A. Semester I</b>		
<b>Title of the Course and Course Code</b>	<b>Statistics and Research Methods - (PSY4101)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe various research approaches used in social sciences and is able to classify characteristics of quantitative and qualitative research	1
CO2	Compare and contrast quasi experimental research methods	4
CO3	Apply inferential statistics like T-tests and ANOVA using SPSS to suitable research problem	3
CO4	Evaluate the application of basic experimental designs to varied research problems.	5
CO5	Differentiate between the various qualitative approaches to be used in research	5
CO6	Design an experiment when a research problem is given	6
<b>Psychometry:Theory (PSY4102)</b>		
<b>Title of the Course and Course Code</b>	<b>Psychometry:Theory (PSY4102)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the nature of a Psychological test along with its characteristics, uses and applications	1
CO2	Explain the steps/methods to construct a psychological test, measure its reliability, validity and norms	2
CO3	Calculate reliability for a psychological test using SPSS	3
CO4	Differentiate between different types of norms with suitable examples	4
CO5	Critically evaluate the methods of test construction	5

CO6	Write items and uses appropriate methods to construct a psychological test	6
<b>Title of the Course and Course Code</b>	<b>Introduction To Human Resource Management (PSY4103)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Cite the contribution of management thinkers, recent developments in the field of I-O Psychology as well as describes the relevant constructs of Positive OB	1
CO2	Outline the concepts of manpower planning, employee selection, job analysis and competency based JD	2
CO3	Transfer the knowledge to solve organisational problems pertaining to recruitment	3
CO4	Classify between the different selection techniques	4
CO5	Evaluate the methods and use of Job analysis methods	5
CO6	Create a behaviour event Interview and write the role and competencies along with its levels.	6
<b>Title of the Course and Course Code</b>	<b>Foundations Of Clinical Psychology (PSY4104)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the field of Clinical Psychology, its nature and scope. Outline the role of clinical psychologists in clinical and research settings.	1
CO2	Discuss the concept of maladjustment. Describe the training and field of work of Clinical Psychologists	2
CO3	Outline the different methods used in the assessment of abnormal behaviour and examine the applicability of these methods to different clinical situations	3
CO4	Compare and contrast the different paradigms in psychopathology	4

CO5	Critically appraise the legal and ethical issues in clinical psychology. Argue ethical dilemmas concerning patients' rights and related social issues	5
CO6	Write short articles about advocacy in mental health	6
<b>Title of the Course and Course Code</b>	<b>Psychology Practicals (Psychometry)(PSY4105)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	State the different types of tests, its psychometric properties and uses	1
CO2	Distinguish between tests that can be used to measure various psychological constructs.	2
CO3	Employ tests to measure intelligence, personality, adjustment, attitudes and values	3
CO4	Classify between self-report inventory and projective tests	4
CO5	Administer and interpret the results obtained from the tests	5
CO6	Write a report based on test findings	6
<b>F.Y. M.A. Semester II</b>		
<b>Title of the Course and Course Code</b>	<b>Advanced Statistics And Research Methods (PSY4201)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the research designs, qualitative approaches and use of computer technology in qualitative research	1
CO2	Differentiate between the need to use within group, between group and multiple group design	2
CO3	Employ advanced statistical techniques like two way ANOVA, MANOVA, Regression using SPSS	3
CO4	Illustrate the use of qualitative methodology to research problem	4

CO5	Justify the use of a particular research design and statistics in the context of a research problem	5
CO6	Formulate a research design based on the research variables/problem	6
<b>Title of the Course and Course Code</b>	<b>Human Cognition And Emotion (PSY4202)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the different structures of the brain and the nervous system. Match the various cognitive functions with appropriate centres in the brain that are responsible for these functions	1
CO2	Explain the neurological mechanisms that underlie human cognitive and emotive functions	2
CO3	Demonstrate the use of principles of thinking and problem solving to everyday life situations. Apply the knowledge of principles of speech recognition and production to speech problems in children and adults	3
CO4	Explain emotional and cognitive deficits in clinical populations with reference to their neurological and developmental basis	4
CO5	Determine the use of appropriate brain imaging techniques for particular neurological problems	5
CO6	Formulate simple activities and exercises to enhance cognitive functioning	6
<b>Title of the Course and Course Code</b>	<b>Performance Management And Development (PSY4203)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	State various concepts like performance appraisal, job evaluation methods, learning theories and other training terminology	1
CO2	Distinguish between different theoretical perspectives of training	2
CO3	Examine the training needs of adult learners and applies the theoretical principles to training contexts	3

CO4	Differentiate between the various learning theories and makes suitable use of them for training context	4
CO5	Compare and contrast Human resource development, training and Organisation Development	5
CO6	Specify the training needs using the ADDIE model	6
<b>Title of the Course and Course Code</b>	<b>Abnormal Psychology (PSY4204)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Outline a brief history of the field of psychopathology and the classification system of DSM	1
CO2	Describe the clinical picture and possible etiology of psychological disorders listed in the DSM	2
CO3	Infer disorders based on the symptoms of a given client. Examines the family history and genetic factors to determine the origin of the disorder	3
CO4	Analyze the reasons for the prevalence and incidence of certain disorders in particular communities or social groups. Explain the impact of biological factors as well as particular child rearing practices and family patterns on pathological behavior	4
CO5	Evaluate the suitability of various assessment techniques for particular disorders. Determines the prognosis for patients based on vulnerability and protective factors	5
CO6	Formulate the goal for the treatment for patients showing pathological behaviour	6
<b>Title of the Course and Course Code</b>	<b>Psychology Practical (Experiments)(PSY4205)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Cite the principles of scientific experimentation in the laboratory	1
CO2	Demonstrate the various cognitive process such as learning, memory and perception with appropriate experiments	2
CO3	Employ suitable experiment to study the problem	3
CO4	Explain the obtained results of the experiment with the help of literature review	4

CO5	Evaluate a research experiment critically.	5
CO6	Design and carry out psychological experiments independently	6
<b>S.Y. M.A. Semester III</b>		
<b>Title of the Course and Course Code</b>	<b>Personality (PSY5301)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Cite the major approaches to the study of personality. Differentiates personality theories from other single domain theories in psychology	1
CO2	Describe the various grand theories of personality along with their basic tenets	2
CO3	Apply personality theories to the analysis of case studies and interprets biographies on the basis of theoretical concepts	3
CO4	Compare and contrast the different approaches to personality studies with reference to their formal and substantive attributes	4
CO5	Critically evaluate personality theories on the basis of their comprehensiveness, and ability to generate research	5
CO6	Formulate individual as well as group level explanations of personality differences and dynamics in clinical and organizational settings	6
<b>S.Y. M.A. Semester III</b>		
<b>Title of the Course and Course Code</b>	<b>Processes in Organisation (PSY5302)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the different models of Organisation behaviour, culture, motivation and leadership theories. Outlines the historical development in the organisation processes like motivation and leadership	1
CO2	Distinguish between the organisational structures and design. Gives examples of different types of conflicts and conflict handling styles.	2
CO3	Employ the theoretical constructs pertaining to organisations to solve case study questions.	3

CO4	Explain the scenarios in the organisations in the context of culture, motivation, leadership, Communication and Conflict insights.	4
CO5	Critically evaluate the pros and cons of employing certain organisational constructs	5
CO6	Write about the functioning of organisations and diagnoses pitfalls and provides suggestions for improvement.	6
<b>Title of the Course and Course Code</b>	<b>Strategic Human Resource Management (PSY5303)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the different models of Organisation behaviour, culture, motivation and leadership theories. Outlines the historical development in the organisation processes like motivation and leadership	1
CO2	Distinguish between the organisational structures and design. Gives examples of different types of conflicts and conflict handling styles.	2
CO3	Employ the theoretical constructs pertaining to organisations to solve case study questions.	3
CO4	Explain the scenarios in the organisations in the context of culture, motivation, leadership, Communication and Conflict insights.	4
CO5	Critically evaluate the pros and cons of employing certain organisational constructs	5
CO6	Write about the functioning of organisations and diagnoses pitfalls and provides suggestions for improvement.	6



Title of the Course and Course Code	<b>Psychopathology (PSY5304)</b>	Number of Credits : 04
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Name the different disorders listed in DSM 5. Describes the Clinical picture and symptoms of each disorder	1
CO2	Explain the etiological factors involved in these disorders from various paradigms in pathology	2
CO3	Infer about the causes of particular disorders on the basis of symptomatology and the patient's case history	3
CO4	Compare and contrast between overlapping diagnostic categories.	4
CO5	Recommend appropriate strategies for treatment for particular disorders depending upon their time of onset, duration and intensity of symptoms	5
CO6	Develop case formulations and treatment goals for patients. Devise action plans to treat the patient.	6
Title of the Course and Course Code	<b>Psychodiagnostics (PSY5305)</b>	Number of Credits : 04
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	List the different techniques used for Clinical assessment of patients. Identify the steps in arriving at a formal diagnosis of a disorder	1
CO2	Differentiate between the techniques of assessment such as interviewing, self-report testing, projective testing, neuropsychological assessment and making diagnostic formulations	2
CO3	Carry out basic case history taking along with an assessment of risk and protective factors in a patient's illness	3
CO4	Explain the results of different assessments and draws conclusions based on the assessment results.	4
CO5	Critically appraise which of the techniques of assessment would be appropriate for use with different disorders. Distinguish between the goals of different assessments.	5

CO6	Formulate clinical cases and hypothesize about the goals of treatment in these cases	6
<b>Title of the Course and Course Code</b>	<b>Project/Fieldwork (Industrial) (PSY5306)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitivelevel</b>
CO1	Define the steps involved in carrying out a research project. (Outline the functioning of institution or organisation )	1
CO2	Describe the research problem and summarizes existing research findings in the defined area of research. (Describe the organisation structure and Key roles in the organisation )	2
CO3	Carry out data collection with appropriate research protocols. (Carry out designated tasks and projects in the Organisation)	3
CO4	Analyze the data obtained using SPSS or with suitable qualitative methods. Explain the relationship between different variables studied. (Identify the HR related problem area of the organisation using various data collection tools)	4
CO5	Appraise the research project in terms of the applicability of the findings and limitations (Critically evaluate and provides inputs to the organisation)	5
CO6	Write a dissertation following the American Psychological Association guidelines.(Write a report detailing the steps undertaken and provide inputs to the organisation and reflects on the insights gained)	6
<b>Title of the Course and Course Code</b>	<b>Project/Field Work (Clinical) (PSY5307)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitivelevel</b>
CO1	Define the steps involved in carrying out a research project. (Outlines the functioning of the mental health institution)	1
CO2	Describe the research problem and summarizes existing research findings in the defined area of research. (Describes the hierarchy of the mental health institution with the job roles of each level)	2

CO3	Carry out data collection with appropriate research protocols. (Carries out designated tasks and projects in the mental health institution)	3
CO4	Analyze the data obtained using SPSS or with suitable qualitative methods. Explains the relationship between different variables studied. (Identifies the needs of patient groups and available treatment methods)	4
CO5	Appraise the research project in terms of the applicability of the findings and limitations (Critically evaluates the functioning of the institution with respect to the effectiveness of its work in the field of mental health)	5
CO6	Write a dissertation following the American Psychological Association guidelines.(Writes a report detailing the steps undertaken and provides inputs to the organisation and reflects on the insights gained)	6

### S.Y. M.A. Semester IV

Title of the Course and Course Code	Counselling Psychology (PSY5401)	Number of Credits : 04
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the field of counselling psychology and the training required for a counsellor	1
CO2	Describe the scope of the field of counselling, ethics and micro skills required for effective counselling	2
CO3	Apply skills of empathic listening, paraphrasing and interpretation in peer counselling settings	3
CO4	Connect the client's physical reactions, and internal dialogues with their emotional states and interpersonal difficulties	4
CO5	Assess client's progress through sessions. Appraises own levels of skill and self-awareness while counselling	5
CO6	Generate strategies for conducting group counselling sessions. Designs small workshops for stress management, counsellor self-care and managing burnout	6

Title of the Course and Course Code	<b>ORGANISATION DEVELOPMENT (PSY5402)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the fundamental concepts of change, change management and organisation development	1
CO2	Distinguish between various change management models. Articulates the steps in OD process	2
CO3	Demonstrate knowledge about diagnostic processes used in OD intervention.	3
CO4	Explain and classify the various interventions to be used at individual, team and organisational level	4
CO5	Justify the use of a model or intervention by employing the theoretical knowledge of the constructs learnt	5
CO6	Design an OD intervention for an organisation.	6
Title of the Course and Course Code	<b>Training and Industrial Relations (PSY5403)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Identify the various types of training department structures in organisation. Identify the need for collective bargaining and laws for employees	1
CO2	Compare the different training methods to provide effective training content.	2
CO3	Examine the role of historical antecedents in employee/employer relations.	3
CO4	Explain the importance of industrial relation in the context of modern organisations	4
CO5	Evaluate the need and implementation of employee legislations in modern organisations	5
CO6	Design a training programme for a group of participants	6

Title of the Course and Course Code	<b>Psychotherapies (PSY5404)</b>	Number of Credits : 04
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Define the nature of psychotherapy. Describes the different approaches to psychotherapy	1
CO2	Explain the basic theoretical assumptions behind every approach to therapy. Describes the processes involved in each form of therapy.	2
CO3	Carry out case analyses using psychoanalytic and cognitive behavioral techniques	3
CO4	Analyze therapy sessions with reference to the therapist's ethical standards, respect for boundaries and resolution of transferences	4
CO5	Compare and contrast the various psychotherapies and their effectiveness with different patient groups	5
Title of the Course and Course Code	<b>Human Interventions (PSY5405)</b>	Number of Credits : 04
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	List the different types of interventions used in clinical, organizational and other settings	1
CO2	Describe the interventions along with their theoretical underpinnings	2
CO3	Carry out techniques like relaxation training, assertiveness training, systematic desensitization, play therapy, art based therapy and narrative therapy in groups.	3
CO4	Compare and contrast various intervention strategies with respect to their applicability to different client problems	4
CO5	Appraise the outcomes of the sessions conducted for the client based on client's feedback	5
CO6	Devise treatment plan for children and other population groups going through psychological problems	6

Title of the Course and Course Code	<b>Practicum (Industrial) (PSY5406)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Identify Industrial- Organisation related issues of organizations that can be examined in detail	1
CO2	Outline how the identified issues can be studied using the tools, techniques of I-O Psychology	2
CO3	Carry out the planned activities in the Organisation/field	3
CO4	Interpret the findings and explains the steps for future implementation	4
CO5	Organize the information in a structured manner	5
CO6	Write the report covering all the important aspects and including the theoretical factors of the discipline.	6
Title of the Course and Course Code	<b>Practicum (Clinical) (PSY5407)</b>	<b>Number of Credits : 04</b>
<b>On completion of the course, the students will be able to:</b>		<b>Bloom's Cognitive level</b>
CO1	Describe the clinical picture in psychological disorders and the steps involved in diagnosis	1
CO2	Describe the various elements of a case report (onset, duration, genogram, family history, psychiatric history, diagnosis, formulation, and prognosis)	2
CO3	Examine patient's symptoms and carries out clinical interviews, mental status examination and appropriate assessments	3
CO4	Analyze the case based on the information provided by the informant and test reports	4
CO5	Decide the diagnosis according to the DSM. Justify the diagnosis and differential diagnosis	5
CO6	Formulate the case in the light of psychological theories. Proposes a plan of treatment.	6